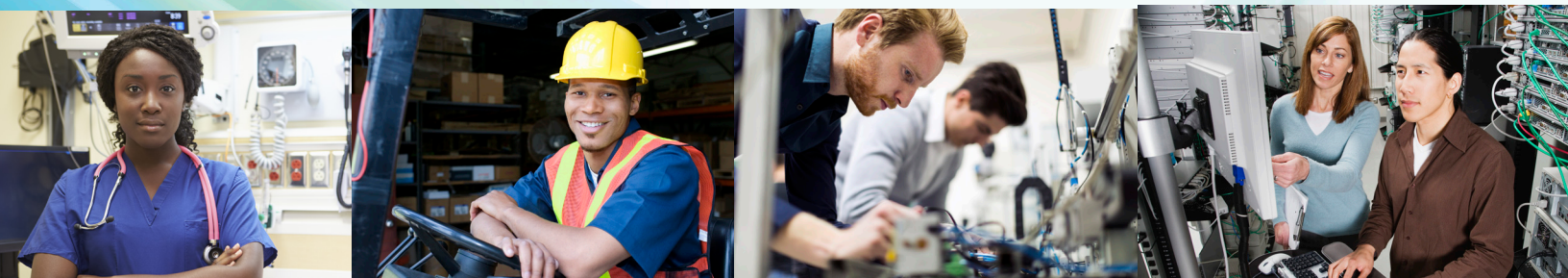


# **Missouri Workforce Development Board**

## **2016 Annual Report**



# 2016 Board Members

## **Business**

Matthew Aubuchon, Vice President of Employee Relations, The Boeing Company  
Garland Barton, Senior Director of Human Resources, DRS Technologies  
Cara Canon, Marketing Director, ProEnergy Services  
Don Cook, Sr., President and CEO, Capital Internal Communications  
Herb Dankert, General Manager, Jarden Plastics  
Wayne Feuerborn, Vice President and Office Leader, HNTB Corporation  
Roberta (Birdie) LeGrand, Training Coordinator, Mondi Jackson  
Jeanette Prenger, President and CEO, ECCO Select  
William (Bill) Skains (Chair), President, Aircraft Recyclers  
Todd Spencer, Executive Vice President, OOIDA  
LeRoy Stromberg Jr., Chief Operating Officer, Alberici Constructors  
Joshua Tennison, Director of Human Resources, Independent Stave Company  
Leonard Toenjes (Vice Chair), President, Associated General Contractors of Missouri  
Ray Tubagh, Senior Vice President, Arvest Bank  
Kelly Walters, Vice President, The Empire District Electric Company

## **Labor, Apprenticeship, and Community Based Organizations**

Terral (Terry) Akins, Business Manager and CEO, IBEW  
Theodore (Tec) Chapman, Executive Director, Services for Independent Living  
John Gaal, Director, Carpenter's District Council of Greater St. Louis  
Clint Harris, UAW Region 5 International CAP Representative  
Cheryl Thruston, Director, Missouri AFL-CIO

## **State Agency Officials, Chief Local Elected Officials, State Legislature, Education Officials**

The Honorable Governor Jay Nixon  
Representative Lyndall Fraker, Marshfield  
Representative Michelle Kratky, St. Louis City  
Mike Downing, Director, Department of Economic Development  
Margie Vandeven, Commissioner, Department of Elementary and Secondary Education  
Peter Lyskowski, Acting Director, Department of Health and Senior Services  
Zora Mulligan, Commissioner, Department of Higher Education  
Ryan McKenna, Director, Department of Labor and Industrial Relations  
Brian Kinkade, Director, Department of Social Services  
Michael Pantleo, Director, Career and Technical Education Center  
Dan Atwill, Presiding Commissioner, Boone County  
Susan (Shelley) Kneuvean, Vice Chancellor, Metropolitan Community College  
Michael R. Fox, Eastern District Commissioner, Knox County  
Reggie Hoskins, Ozarks Technical Community College

# About the Missouri Workforce Development Board



The Missouri Workforce Development Board (MoWDB), established through federal and state legislative action, is located within the Department of Economic Development / Division of Workforce Development. The MoWDB assists the Governor with advancing Missouri's workforce system by aligning workforce policy and integrating workforce program service delivery to ensure the workforce system is responsive to businesses and job seekers. The Board is staffed and supported by an Executive Director and one professional staff person.

During 2016, MoWDB had 34 board members composed in accordance with the Workforce Innovation and Opportunity Act of 2014 (WIOA). MoWDB members who are appointed by the Governor are subject to the advice and consent of the Senate. As required by WIOA, the Board's membership represents private sector businesses, labor and apprenticeship organizations, community based organizations, municipal chief elected officials, the Missouri Senate and House of Representatives, appropriate state agency directors, and the Governor.

A majority of MoWDB membership is represented by private sector businesses. The MoWDB Chair, appointed by the Governor, also represents the business sector. Each member of the Board serves a term of four years, except otherwise provided by statute, subject to the pleasure of the Governor until a successor is duly appointed.

## 2016 Board Leadership and Subcommittee Membership

Bill Skains, President, Aircraft Recyclers, is MoWDB Chair. Leonard (Len) Toenjes, Associated General Contractors of Missouri, is Vice Chair.

Members of the Executive Committee include: Bill Skains (Chair), Len Toenjes (Vice Chair), John Gaal, Don Cook, Herb Dankert, Roberta LeGrand, and Jeanette Prenger.

Members of the WIOA Planning Committee include: Len Toenjes (Chair), Garland Barton, Cara Canon, Wayne Fuerborn, Representative Michele Kratky, Bill Skains, and Cheryl Thruston.

## 2017 Board Meeting Schedule

The Missouri Workforce Development Board is scheduled to meet on the following dates: January 12, May 17, September 6, and November 9, 2017. Additional information on MoWDB can be obtained at: <https://jobs.mo.gov/mowdb>.

# MoWDB Governance

The Missouri Workforce Development Board is authorized by the federal Workforce Innovation and Opportunity Act (WIOA) of 2014, the Missouri Revised Statutes Chapter 620, and governed by the MoWDB bylaws and the Missouri WIOA State Plan.

## **The Workforce Innovation and Opportunity Act (WIOA) 2014**

The WIOA is federal legislation that governs the nation's public employment and training workforce system. WIOA provides the organizational, administrative, and budgetary framework for the employment and training programs that are authorized within the legislation and provided through Missouri's one-stop workforce system. Missouri is divided into 14 local workforce regions. Local Workforce Development Boards provide service oversight to their respective region.

Similarly, the Act entrusts the overall workforce system strategic policy formation to the State Workforce Development Board. The MoWDB assists the Governor with workforce issues and provides leadership to ensure that the workforce system is customer driven. The MoWDB leads this effort by aligning federal investments in job training, integrating service delivery across programs, and ensuring the system is job-driven. The Board serves as a convener of State, regional, and local workforce system partners and strives to align and improve employment, training, and education programs to promote economic growth.

## **Missouri Revised Statutes, Chapter 620**

In 2007, the Missouri Legislature codified the Workforce Investment Act (WIA) of 1998 through Chapter 620, which charged the board with improving the quality of Missouri's workforce while enhancing the state's productivity and competitiveness. Missouri Revised Statute 620.511.1, item 3 states that should another federal law supplant the WIA, all references in sections 620.511 to 620.513 shall apply to the new federal law. For purposes of this state statute, the Workforce Innovation and Opportunity Act of 2014 replaced the Workforce Investment Act.

## **Board Bylaws**

The current MoWDB bylaws were approved by the Board effective November 6, 2015 and are available at <https://jobs.mo.gov/mowdb>.





## 2016 MoWDB Highlights

As a result of the WIOA, the MoWDB, in cooperation with key state agencies, developed a Combined Strategic Workforce Development Plan. This plan integrates core workforce development programs. These programs include services to assist eligible job seeking adults, dislocated workers, and youth; participants enrolled in Adult Education and Family Literacy programs; participants who are obtaining assistance through Missouri's labor exchange system; participants enrolled into certain programs administered by the Department of Social Services; and eligible participants enrolled into specific Vocational Rehabilitation programs. Eligible job seekers participate in these services through Missouri Job Centers or through other locations under the authority of appropriate state agencies.

The Missouri WIOA Combined State Plan outlines workforce policy and alignment of eight (8) programs and services provided by three (3) partner agencies. These agencies are as follows:

- Department of Elementary and Secondary Education-Missouri Adult Education and Learning Programs;
- Department of Elementary and Secondary Education-Vocational Rehabilitation;
- Department of Economic Development-Division of Workforce Development;
- Department of Social Services-Family Support Division-Rehabilitation Services for the Blind; and
- Department of Social Services-Family Support Division-Temporary Assistance for Needy Families and the Supplemental Nutrition Assistance Program.

The Board assisted with the development and review of the plan together with help from each partner agency and with the assistance of a State Board Plan Subcommittee. The approved plan outlines statewide workforce policies and alignment of programs in a manner that supports a comprehensive and streamlined workforce development system.

The plan focuses on business sector strategies that are related to in-demand industries and occupations that support the use of career pathways for the purpose of providing low-skilled adults, youth and individuals with barriers to employment (including individuals with disabilities), with workforce activities, education, and supportive services to enter or retain employment. Similarly, the MoWDB approved strategies for providing effective outreach to and improved access for individuals and employers who could benefit from services that are provided through the workforce development system and Job Centers. The MoWDB also approved the development and updating of comprehensive state performance accountability measures, which includes levels of performance to assess the effectiveness of core programs. Six primary indicators of performance were established and are related to entered employment rates, employment retention, average earnings, credential rates, measurable skills gains, and effectiveness of certain programs serving employers.

## 2016 Highlights Continued



The MoWDB reviewed and approved the WIOA State Combined Plan on January 14, 2016 and recommended to the Governor that the plan be submitted to the federal agencies accordingly. The Governor's office submitted the plan to the appropriate federal agencies on January 22, 2016. The relevant federal agencies approved the plan (after certain clarifications were provided based on requests from the federal agencies) on October 20, 2016. The WIOA State Plan can be found at: [https://jobs.mo.gov/sites/jobs/files/mo\\_wioa\\_state\\_plan\\_10-2016.pdf](https://jobs.mo.gov/sites/jobs/files/mo_wioa_state_plan_10-2016.pdf).

MERIC (Missouri Economic Research and Information Center) develops an annual workforce report for Board review. The performance report highlights the activities MERIC performed this past year. The plan is built on previous efforts such as the long-term employment projections, gap analysis, and real-time job advertisement products, to continue to deliver valuable workforce and economic development outputs. Additional information can be found at: [https://www.missourieconomy.org/economic\\_report/index.stm](https://www.missourieconomy.org/economic_report/index.stm).

Missouri Work Ready Communities is a voluntary initiative guided by key community leaders that allows Missouri residents to achieve a National Career Readiness Certificate (NCRC) and offers communities the opportunity to validate the strength of their local workforce in a national framework sponsored by ACT.

The MoWDB's responsibility is to review and recommend to the Governor that Missouri counties with the "in progress" status, and have reached their set goals, and are recommended by ACT, become "fully certified" by the Governor. During 2016, 83 of 114 counties participated in CWRC efforts. Thirty-eight (38) of which are fully certified counties with 45 counties in progress. ACT has awarded over 80,000 individual National Career Readiness Certificates in Missouri, of these, 6,666 are veterans. Additionally, over 3,200 businesses have signed a CWRC Partnership letter. These businesses agree to support the NCRC by recognizing, preferring, or using the certificate in their hiring practices. Missouri is leading the nation with the number of employers recognizing the NCRC and supporting the CWRC initiative.

## Other Information

*This Annual Report is respectfully submitted to the Governor, the Speaker of the House of Representatives, and the President Pro Tem of the Senate in accordance with Missouri Revised Statute 620.513.*

### MoWDB Contacts:

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President and Founder

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Acting Director

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For additional information about Missouri Division of Workforce Development services, contact a Missouri Job Center near you. Locations and additional information are available at [jobs.mo.gov](http://jobs.mo.gov) or 1-888-728-JOBS (5627).

Missouri Division of Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri TTY users can call (800) 735-2966 or dial 7-1-1.

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